

Student Anti Bullying Policy

Summary

Woodham Academy is committed to ensuring that all students are able to learn in a supportive, caring and safe environment without the fear of being bullied. Bullying is an anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated at Woodham. If bullying does occur, all students should know who to tell and know that incidents will be dealt with promptly and effectively. Respect for both the school and wider community forms part of our whole school rules. Students who are bullying need to learn different ways of behaving. At Woodham Academy we have a responsibility to respond promptly and effectively to issues of bullying.

Date adopted: 23rd June 2009

Review date: Annually

Last reviewed: September 2020

1 Principles and definitions

Bullying is deliberately hurtful behaviour repeated often over a period of time or on isolated occasions, when somebody deliberately intimidates or harasses another. Everybody has the right to be treated with respect. Students who are bullying need to learn different ways of behaving. At Woodham Academy we have a responsibility to respond promptly and effectively to issues of bullying.

The staff, governors, young people and parents of Woodham Academy firmly believe that no young person or adult deserves to be bullied by another young person or adult. Every young person has the right to be educated in an environment which is safe and caring and which enables all in the school community to feel secure. We believe that all involved with the school have a communal responsibility for ensuring that this safe and caring environment exists.

Bullying can be:

- **Emotional** being unfriendly, excluding, tormenting
(hiding books, threatening gestures, spreading rumours, isolating another person)
- **Physical** pushing, kicking, hitting, punching or any use of violence
- **Racist** racial taunts, graffiti, gestures
- **Sexual** unwanted physical contact or sexually abusive comments
- **Homophobic/
biphobic/
transphobic** because of, or focussing on the issue of sexuality or gender
- **Verbal** name-calling, sarcasm, spreading rumours, teasing
- **Cyber** All areas of internet, such as email & internet chat room misuse
Mobile threats by text messaging & calls
Misuse of associated technology, i.e. camera and video facilities

2. Aims of the Policy

- To assist in creating an ethos in which attending school is a positive experience for all members of the school community.
- To make it clear that all forms of bullying are unacceptable at Woodham Academy.
- To enable everyone to feel safe while at school and encourage students to report incidences of bullying.
- To deal effectively with bullying.
- To support and protect targets of bullying and ensure they are listened to.
- To help and support bullies to change their attitudes as well as their behaviour and understand why it needs to change.
- To work alongside parents and other appropriate members of the school community.
- To ensure all members of the school community feel responsible for combating bullying.

3. Signs and Symptoms

A child may indicate by signs or behaviour that they are being bullied. Adults should be aware of these possible signs and they should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school/ public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber-message is received
- displays any other behaviours which give cause for concern

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

4. Prevention

Prevention is clearly the strategy of choice. Bullying can sometimes be carefully hidden and therefore it is more difficult to deal with it after it occurs. Woodham Academy will prevent bullying vigorously by a variety of techniques:

- Whole school level through assemblies when children will be informed of the zero-tolerance policy and the actions that will be taken to prevent bullying taking place. This issue will be raised regularly when the whole school will be informed of the progress of the anti-bullying policy and any changes which may be introduced. This time will also be used to challenge the notion that there can be innocent, neutral bystanders with regards to the issue of bullying.
- Classroom level during tutor time, projects, PHSE and Citizenship. Here the focus will be on developing strong anti-bullying messages and challenging the idea that bullying is acceptable as part of growing up.

Woodham Academy recognises that there are particular times when students may be more vulnerable to bullying – lunchtime, break time and at the beginning and end of the school day. Arrangements are made to ensure that at such times there is adequate supervision available to reduce the risk of bullying incidents.

There are locations around the school where incidents or bullying are more likely to occur and again arrangements will be made to ensure that these are properly supervised or students will be forbidden access to these areas.

Students will have the opportunity for confidential/anonymous communications, e.g. questionnaires, 'bully boxes'

Student Ambassadors will run an anti-bullying centre.

Student Ambassadors and staff are available for those students requiring extra support.

Parents who believe their children are the victim of bullying should share their concerns with a member of staff at the earliest opportunity and be prepared to work with us to keep their children safe in future. All expressions of concern will be taken seriously and investigated thoroughly.

5. Implementation

All staff involved in the teaching and/or supervision of children will take responsibility for addressing incidents which fall within the school's definition of bullying and ensure that the victim receives the support required; the bully is informed of the unacceptability of their behaviour and a record is made of the incident.

All children need to be aware that staff need to be informed of any incidents or concerns and that action will be taken when bullying is reported.

5.1 Incident management

The school will take firm and decisive action to deal with any incident of bullying which is witnessed by or reported to any member of staff. Any member of staff who is unclear as to how to proceed should seek advice from the Assistant Head for Behaviour, or the Assistant Head SENCO. The Assistant Head for Behaviour will maintain a log of all reported incidences of bullying.

5.2 Post incident responses for the target of bullying

When a member of staff receives information, either directly or indirectly, that a child may have been the victim of a bullying incident, this report will be taken seriously and investigated. The school will offer a proactive, sympathetic and supportive response to children who are the victims of bullying. The exact nature of the response will be proportionate and determined by the particular child's individual needs and may include:

- immediate action to stop the incident and secure the child's safety
- positive reinforcement that reporting the incident was the correct thing to do
- reassurance that the victim is not responsible for the behaviour of the bully
- strategies to prevent further incidents
- sympathy and empathy
- mentoring or befriending
- befriending
- assertiveness training
- extra supervision/monitoring
- creation of a support group
- peer mediation/peer mentoring
- informing/involving parents
- adult mediation between the perpetrator and the victim (provided this does not increase the victim's vulnerability)
- arrangements to review progress
- Restorative support

5.3 Sanctions and support for students who bully

Woodham takes bullying behaviour very seriously and will adopt a supportive, pragmatic, problem-solving approach to enable bullies to behave in a more acceptable way. However, support for a student who bullies will be separated from the consequences that a bully must face. The interests and well being of the victim will not be compromised.

We will respond to incidents of bullying behaviour in a proportionate way – the more serious the cause for concern the more serious the response. When sanctions are felt to be necessary they will be applied consistently and fairly, and in line with the school Behaviour policy. The general principle regarding this policy is that students will remain fixed at that current level, unless the Assistant Headteacher in charge of behaviour feels it appropriate to reduce it. The following disciplinary steps will be taken:

- Bullying 1: Immediate action to stop an incident of bullying in progress – official warning to cease offending. Parental contact made.
- Bullying 2: After school detention
- Bullying 3: Introduction of signed behaviour contract – segregation/exclusion from certain areas of the academy premises – including dining rooms, playing fields and line up areas. All decided by Assistant Headteacher.
- Bullying 4: Internal and external isolation – use of behaviour room and offsite provision.
- Bullying 5: Minor fixed-term exclusion
- Bullying 6: Major fixed-term exclusion
- Bullying 7: Managed Move
- Bullying 8: Permanent exclusion

6. Parental involvement

Woodham Academy is firmly committed to working in partnership with parents and believes that the best outcomes emerge when professionals and parents/carers are able to work together when bullying occurs. We recognise the important influence which parents/carers have on their children and would wish to enlist their support when their child is involved in bullying – either as victim or a perpetrator. If a child is involved in a single serious incident of bullying or there is evidence that the same child is involved repeatedly in less serious incidents (either as a victim or a perpetrator) school will inform parents and invite them to become involved in the management of the problem and the prevention of further incidents. Isolated and less serious incidents will be managed by school staff and parents will be informed.

7. Policy Monitoring and Review

The number of incidences of reported bullying will be monitored by the Assistant Head for Behaviour and will be reported to governors at each Full Governors meeting. The Assistant Head for Behaviour will maintain responsibility for compliance with the LA requirements for reporting bullying incidences. Any failings of this policy should be reported immediately to the Governors Policy and Planning Committee for review. This policy will be reviewed annually and updated when necessary. The views of students and staff will be used to make changes and improvements to the policy.

Woodham Academy Anti-Bullying Policy

Useful National Contacts and Telephone Numbers

- Childline Telephone number 0800 1111 (Open 24 hours a day)
For children who are deaf or hard of hearing textphone service 0800 400222
- NSPCC Telephone number 0808 800 5000
A registered charity dedicated to stopping cruelty to children
- Kidscape Telephone number 020 7730 3300
(Bullying councillor available Monday - Friday 10.00am-4.00pm)
- Advisory Centre for Education Telephone number 0300 0115 142. Parent Advice Line 020 7823 5430
(Advice line for parents on all school matters open Monday – Friday 2.00pm-5.00pm)
- Ofsted Telephone number 0300 123 1231
e-mail: freepublications@ofsted.gov.uk
- Family Lives (Parentline Plus) Telephone number 0808 800 2222
(National helpline for parents Monday - Friday 9.00am-9.00pm, Saturday 9.30am-5.00pm, Sunday 10.00am-3.00pm)

Useful websites regarding bullying in schools:

- Childline www.childline.org.uk
Gives details on the CHIPS initiative and other information regarding bullying
- Kidscape www.kidscape.org.uk
Gives advice and support for victims, schools and parents
- Bullying Online www.bullying.co.uk
A registered charity, which contains advice for both parents and students
- NSPCC www.nspcc.org.uk
A registered charity dedicated to stopping cruelty to children